

NYHA Tryout Process

Tryout Process and Procedure

These Practices and Principles were developed by the Board of Directors to:

- (1) achieve the most accurate player placement;
- (2) provide the players and parents of NYH transparency in the process;
- (3) provide guidance to tryout evaluators in order to create a more consistent process, and
- (4) provide a known set of standards upon which players are measured to assure the highest possible degree of fairness and objectivity in the process.

Tryout committee and coaches at all levels put in a tremendous amount of time and personal commitment to adhere to a process created by the organization's Board of Directors. The Board recognizes that tryouts often cause a great deal of anxiety among players and parents. It is the hope of the Board to allay some of this anxiety by improving transparency and clarifying how the process works.

Schedule of Evaluation and Placement

- All players will be evaluated and placed by the Hockey Director, Evaluation Committee and coaches.
- Evaluations will occur each Spring, except for Mite players who will be evaluated in the Fall of the current hockey year.
- Conflicts with tryout schedules can and do occur. In the event of a conflict, NYH will use its best efforts, with the information available, to appropriately place players on a team. Except for players who are absolutely unable to attend tryouts (out of country, injured, etc), each player must attend at least one session to be placed on a team. Players are strongly encouraged to attend all of the scheduled sessions since players who are on the ice have the best chance to demonstrate their ability. Board approval, after discussion with the Hockey Director and evaluators, is required for a player to be placed on a team without attending a single tryout session. Notwithstanding the minimum attendance requirement, the Board will make every effort to ensure that a player will not be denied a roster spot simply because he or she was unable to attend the tryout due to otherwise unavoidable scheduling conflicts.
- Should a player elect not to participate in the tryout sessions (as opposed to missing tryouts due to unavoidable circumstances) he or she will be placed on the last team of their age group, *provided* that there are available roster spots on that team. The decision to skip tryouts should be explicitly discussed by the player's parent with the Hockey Director, before tryouts begin, so that the circumstances are understood and the possible placement ramifications are also clear.
- If a player moves into the area after tryouts and is interested in joining NYHA, every effort will be made to place the player on the correct team based on skill. However, this depends on available positions on each team. In some rare circumstances, positions do become available on other teams within their age group, NYH Hockey Director and the Evaluation Committee will evaluate the new player along with players from within the same age group so that the right player is placed on the correct team.

Example: A position becomes open on the Gold team. Players from the Blue team will be evaluated along with the new player to determine the appropriate player that should be placed on the Gold team. The new player can be placed on either team at that age level.

NYHA Tryout Process

NYH expects players to play at their prescribed USA Hockey age-group. Exceptions to this expectation are rarely granted but governed by the following Play-up Policy:

<https://s3.amazonaws.com/files.leagueathletics.com/Text/Documents/2567/58509.pdf>

Personnel

- The Hockey Director selects an Evaluation Committee for each level; all must be approved by the Board. Every effort will be made so that an Evaluation Committee member will not be a parent of a player trying out at the level for which he or she is involved. Every effort will also be made to have at least one independent evaluator as part of the Evaluation Committee who is unfamiliar with players to add a different perspective of the players.
- Evaluators and On-Ice Coordinators shall be coaches in good-standing in the Navy Youth Hockey Association or persons designated by the Evaluation Committee and approved by the Director of Coaching and the Board.
- Whenever practical, each tryout Evaluation Committee will consist of evaluators who coached (either at the head or assistant coach level) players from the most recent season. The goal is to provide each player an advocate who has firsthand coaching knowledge of the players from the most recent 6-month season. The Board recognizes that this policy will result in parent/coaches serving as members of committees evaluating their own children. The Board understands the conflict of interest this represents, but has determined that the benefits of including a coach/advocate for each child outweigh the potential harm of including parents. In order to minimize potential conflicts, all parent members of the evaluation committees will recuse themselves from all discussions involving their children and will be absent from any discussions where their children are being ranked.

Coordinator and Evaluation Committee Guidelines

- The Board of Directors has set forth guidelines for the Hockey Director, Tryout Committee, Evaluators, and On-Ice Coordinators to follow.
- There will generally be three separate skating sessions for player evaluation. However, the actual number may vary based on the total projected number of players per age level, as well as the ice time available for the tryouts in a given year.

Ice usage and session splits

Numbered pinneys are used to identify and keep track of players during the tryouts.

During the on-ice tryout sessions, players will be asked to exhibit the following in a series of drills, small area games, and full ice scrimmages:

- Skating - Stride, Edges, Speed, Crossovers, Forwards & Backward Skating
- Puck Management - Puck Handling, Shooting, Passing, Control
- Game awareness - Playing Position, Getting Open, Play Making
- Effort – Small Battles, Fore-check, Back-check, tenacity

1st Sessions – Total group will be split by numbers. This session will consist mostly of a predetermined mix of skill based drills with some small area games.

After the first session, the Evaluation Committee will review their data and divide the players by ability into groups.

April 2017

NYHA Tryout Process

2nd Sessions – Players will be split and participate in a variety of small area games, including but not limited to 2 vs. 2, 3 vs. 3, 4 vs. 4, or full ice 5 vs. 5. Small area games allow evaluators to see many skills including: skating ability, edges, puck control, passing, shooting, speed, stops, starts, turns, tenacity, and effort.

The Evaluation Committee will review their data and divide the players by ability into various groups based on skill level. No final determinations will have been set and player movement is expected after the 2nd scrimmage sessions.

3rd Sessions – Again, players will be split into various group sizes based on skill and they will participate in full ice scrimmages (most likely either in 4 on 4s, or 5 on 5s).

Goalie Evaluation:

During the tryout sessions, goalies will be evaluated on the following:

- 1) Movement
 - a. Skating ability plus slides on their pads
- 2) Positioning, angles and depth
- 3) Style
 - a. Butterfly
 - b. Save Selection
 - c. Consistency
- 4) Rebound Control
- 5) Ability to read the play

This will provide the Evaluation Committee a strong overview of a goalie's ability as well as provide a starting point of future training required.

Guidelines for player rankings, team creation and Coach Selection

After the completion of the on-ice tryout, the Evaluation Committee will meet to determine final player rankings. These final player rankings are based on a roughly equal weighting of a player's most recent coaches' evaluation and of the tryout performance. The coach's evaluation of a player consists of skill, behavior (both on and off the ice), level of effort, attitude and tenacity in game situations.

The Evaluation Committee will review all coaching evaluations and tryout data and rank players from one (1) through X (with X being the total number of players at a given age group). That ranking will be provided to the Hockey Director. The Hockey Director will check for any instances where the Committee's ranking of a player, relative to other players from that player's most recent team, deviates substantially from the coach rankings of those same players. Although there will clearly be some changes in the relative positions of players from the current season, this step will serve as a "check" for any serious anomalies that may indicate the need for review. Where significant discrepancies appear, the Hockey Director will take the matter up with the Evaluators to make sure the ranking is appropriate.

- Rankings will be made with the unanimous consent of committee members voting on each player.
- The Hockey Director, with input from the Board, will determine the number of teams at each level and players will be placed on a team based upon their ranking. The goal is to ideally limit roster size to a

NYHA Tryout Process

maximum of 15 skaters and 2 goaltenders, except with the U18 boys and U19 Girls teams which can carry a maximum of 20 players. Overall numbers may impact the program's ability to achieve this goal.

- Every player trying out will be evaluated and considered for placement on the highest team, regardless of prior season team placement or age.
- We are hopeful that every player in NYH will continue to skate year in and year out to develop long-lasting friendships with their teammates. Furthermore, we recognize that every player is unique and his or her development curve may jump ahead or lag behind his or her peers. With this in mind, the Evaluation Committee will try to acknowledge the forward progress of each skater for the next season, but in some instances, that will not be possible and a player may remain stationary or in some instances drop back. Player placement is not lockstep from year-to-year. For example, returning Gold players are not guaranteed Gold placements. This philosophy holds true for the goalie player position, as well. No goalie is presumed to have this "spot" for any team next season regardless of whether they are returning to the same level or moving up because of his or her age
- NYH recognizes and believes that high quality coaching is the most important ingredient for a successful hockey experience. Every effort will be made to have the best possible Head Coach available to coach each team.
- Every effort in the selection of a Head Coach will occur before teams have been formed. Parent Coaches will NOT be named until their child has been placed on a team

Evaluation and Placement Criteria

After the completion of the on-ice tryout, the Evaluation Committee will meet to determine final player rankings. These final player rankings are based on a roughly equal weighting of a player's most recent coaches' evaluations and of the tryout performance.

Player Placement:

Players will be notified by a phone call from the Head Coach, Hockey Director, Coaching Director or a designated person from the Evaluation Committee notifying them of the team they have been selected for by the first weekend following tryouts.

- Upon selection for a Travel or Select team and the online posting thereof, players and their families agree that NYHA shall retain a minimum of 50% of the season fees unless the player properly withdraws from consideration for placement on a team, as set forth below. This requirement is necessary to ensure that all teams have a minimum number of players to support the team competitively and financially.
- A player may properly withdraw from consideration for placement on a Travel or Select team by notifying the NYHA President in writing (email to mccoy.nyh@gmail.com) prior to midnight the first Wednesday after tryouts.
- Players who are selected for a team will be notified prior to **11:59 pm the first Monday after tryouts**. All team selections will be posted online by noon the first Saturday following tryouts.
- *Any player who fails to withdraw will be considered eligible for selection and NYH shall retain a minimum of 50% of season-fees.
- *In addition, any player who fails to withdraw and is selected and posted online will not be released to play elsewhere until a minimum of 50% of the annual season fee has been collected by NYHA.

NYHA Tryout Process

- *Any player whose 50% season-fee payment remains uncollected through May 15th following tryouts, will also forfeit his/her roster spot and will not be released to play elsewhere until the 50% fee has been received and any additional fees for expenditures incurred by NYHA are settled in full.

A Note to Parents

- Help your child deal constructively with the evaluation and placement process. Your encouragement to play hard, and have fun, will do more to promote a long-lived “hockey career” than anything else.
- If you have a question about where your child was placed, please contact the Hockey Director. As needed, the Hockey Director will consult with Evaluation Committee and the Board. Please do not attempt to contact evaluators or coaches during the tryout process, as that type of communication undermines the integrity of the process.

Lorne McCoy
President
Navy Youth Hockey Association